# Town of Tyringham





116 Main Road • P.O.Box 442 Tyringham, MA 01264 Ph.(413) 243-1749 Fax.(413) 243-4942 www.tyringham-ma.gov

## Specifications for FDR and Paving of Stonebridge Way

The project consists of Full Depth Pavement Reclamation with Liquid Calcium Chloride approximately 10650 square yards. Paving with hot mix asphalt 2 inches of Mass DOT approved 3/8" Binder approximately 1200 tons, tack coat and finish with 1 1/2" of Mass DOT approved 3/8" top approximately 900 tons.

The FDR should start as soon as possible (see below for FDR specs). Paving with 2 inches of Mass DOT approved ¾ Binder shall immediately follow. Two 15 ton rollers shall be used to achieve proper compaction. The pavement shall be a uniform width of 22 feet with the edge being marked by the Road Superintendent and the Contractor. The Binder shall be tapered up 1 ½" to meet existing pavement at each end of the project. This shall be completed by October 30 2015.

Starting on or after May 9 2016 each end of the project shall be milled down 1 ½" to make for a smooth transition. Tack Coat shall be applied at a rate of 0.07 over milled surfaces, and 0.05 gallons per square yard between HMA & longitudinal joints. Application equipment shall provide complete uniform coverage. Pave with1 ½" of Mass DOT approved 3/8 Top. Two 15 ton rollers shall be used to achieve proper compaction. Joints in the Binder and the Top shall be offset.

#### **FDR Specifications**

#### **Description**

Work under this contract shall consist of the Contractor furnishing equipment and materials to pulverize the in-place asphalt pavement and underlying material, spray liquid calcium chloride on the pulverized mass, mix and/or blend the material, spread and compact the resultant mixture to the lines and grades established by the Road Superintendent, cap the finished base with an application of calcium chloride. Bid quantities are approximate only; payment shall be for actual square yards reclaimed.

#### **Materials**

a. Liquid Calcium Chloride

The calcium chloride solution shall be provided by the manufacturer as a true solution and shall not be reconstituted from flake calcium chloride. The calcium shall meet the following material specifications (see ASTM Designation D98; AASHTO-M144).

Calcium Chloride Alkali Chloride as Nacl Magnesium as MgCl 35% +/- 1%

2% max.

0.1%

#### Typical (in lbs. per gallon)

7. '	
Calcium Chloride	5.050
Sodium Chloride	0.200
Magnesium chloride	0.004
Calcium Sulfate	0.004
Water	6.002
	11.26

#### b. Reclaimed Base

All pulverized material shall pass the 76.2 mm, (3-inch), sieve. The processed sub-base shall meet the following gradation:

#### REQUIRED RECLAIMED BASE GRADATION

#### Reclaimer

Reclamation will be by means of a traveling rotary reclaimer of equivalent machine capable of cutting through existing asphalt at depths up to 12 inches, with one pass. The machine shall be self-propelled and equipped with an adjustable grading blade thus leaving its path generally smooth for traffic. Equipment such as road planners or cold milling machines which are designed to mill or shred the existing bituminous concrete rather than to crush or fracture it, are not considered capable of achieving specification gradation. The required and necessary action of the reclaimer will increase the percentages of fine aggregate. This machine is not intended for use on sub-bases with large boulders or ledge. Existing bituminous concrete and gravel base must be pulverized and mixed so as to form a homogeneous mass of uniformly processed base material which will bond together when compacted.

#### **Pressure Distributor**

The distributor for calcium shall be capable of applying liquid calcium chloride in accurately measured quantities at any rate between 0.1 to 2.0 gallons per square yard, of roadway surface, at any length of spray bar up to 20 feet. The distributor shall be capable of maintaining a uniform rate of distribution of material regardless of change in grade, width or direction of the road. The distributor shall be equipped with a Digital Volumetric Accumulator capable of measuring liters applied and distance traveled. The volume and measuring device shall be equipped with a power unit for the pump so that application is by pressure, not gravity. The spray nozzles and pressure system shall provide a sufficient and uniform fan-shaped spray of material throughout the entire length of the spray bar at all times while operating, and shall be adjustable laterally and vertically. The spray shall completely cover the roadway surface receiving the treatment.

<sup>\*</sup>Gradation may vary due to local aggregate conditions.

#### Rollers

At least one vibratory roller shall be used on each reclaimed surface, and shall have a compacting width of not less than 5 feet. Each roller shall have a gross weight of not less than 15 tons.

#### Grader

A motor grader shall be used for shaping and finishing the surface of the reclaimed base, in accordance with the lines, grades and typical cross sections established by the Road Superintendent.

#### **Pulverization Process**

The existing road pavement shall be pulverized and mixed with equal amounts of gravel base existing in the roadway foundation. The pulverization shall blend the asphalt and base material into a homogeneous mass, utilizing the asphalt acquired from the existing pavement as a stabilizer to bond material together when compacted. After the first pulverization, one (1) application of calcium chloride totaling .75 gallon per square yard, shall be applied. The aggregate mass shall then be pulverized again to ensure proper asphalt, gravel, and calcium chloride blending to the desired depth. Following base compaction, shaping and fine grading, then recompaction, a final capping of .25 gallons per square yard, of calcium chloride shall be applied. Total calcium chloride shall be one (1) gallon per square yard.

#### Rolling

Initial rolling shall be done immediately following the second reclaimer pass, and again following fine grading.

#### Grading

Sub-grade changes may be necessary to meet proposed grade lines and cross sections. In areas where the proposed roadway grade to above the present grade, additional material will be provided by the awarding authority on the site, prior to the FDR. Any excavation of sub-base material shall be placed in windrows or stockpiled so as not to impede the work of the Contractor, for later removal by municipal forces. After the material has been thoroughly worked by the reclaimer, the mass will be shaped and fine graded.

#### **General Specifications**

- All work shall be completed by June 24 2016.
- All questions shall be directed to the Road Superintendent Noah Choquette
- All work and material will be held to Mass DOT specifications.
- Traffic control will be handled by the Town of Tyringham with traffic to be allowed to flow in one lane.

- Contractor shall notify the Road Superintendent one week prior to the starting of each work phase.
- A sufficient number of trucks for transporting the hot mix asphalt to the site will be required.
- All hot mix asphalt must come from one production facility.
- ALL MATERIAL SLIPS MUST SHOW THE AMOUNT OF VIRGIN LIQUID AC GOING INTO THE MIX.
- THE PLANE OF THE FINISHED SURFACE SHALL BE SMOOTH AND ACCEPTABLE TO THE HIGHWAY SUPERINTENDENT ANY CORRECTIONS WILL BE MADE THE DAY OF PAVING.
- Each general bid shall be accompanied by a security bond 5% of the bid price and must furnish a 100% Performance Bond and a 50% Payment Bond.
- Contractors must be pre-qualified by MASSDOT and must be on the email list from the State Prequalification's Office. All prospective bidders NOT prequalified by Mass DOT may remit \$25 per bid package to be refunded if they do show up on the list before opening.
- No bidder may withdraw his bid for a period of thirty (30) days excluding Saturdays, Sundays, and Holidays after the actual date of the opening of the bids.
- The minority employee percentage rate to be applied to this project will not be less than 5% in each class.
- All contractors and subs must be OSHA-10 certified
- Wage rates are subject to the minimum wage rate as per M.G.L. Chapter 149, §26 through 27F, inclusive.
- This contract contains a price adjustment provision for hot mix asphalt mixtures. Price adjustments will be in accordance with MASSDOT special provisions for Price Adjustments for Hot Mix Asphalt Mixtures E-09-001 dated March 2015.
- The base price for asphalt cement on this contract is \$ 485 per ton.
- Any credits/debits due to price adjustments must be included in the billing process ASAP.
   All billing and reconstruction must be complete and received by the Town within 30 days of project completion.
- The Selectmen reserve the right to waive any informality or to except or reject any or all bids if deemed to be in the best interest of the Town.

### **BID FORM**

BID ITEM: FULL DEPTH PAVEMENT RECLAMATION WITH VIBRATORY COMPACTION, LIQUID CALIUM CHLORIDE AND GRADING AS PER ATTACHED SPECIFICATIONS.

Price per Square Yard \$\_\_\_\_\_

Price per Ton \$		
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ress:	Fax:	· · · · · · · · · · · · · · · · · · ·
ature:		
ed name & Title:		

#### TOWN OF TYRINGHAM INVITATION TO BID FDR AND PAVING OF STONEBRIDGE WAYS

The Town of Tyringham, acting through the Board of Selectmen, will accept sealed bids under M.G.L. Chapter 30, Section 39M for FDR and paving of Stonebridge Ways until September 9, 2015 at 11:00 AM. Bids for the project are to be submitted in a sealed envelope marked Stonebridge Ways FDR and Paving Bid, and shall include a five (5) percent bid deposit, 50% payment bond to the Selectmen's Office Tyringham Town Hall, 116 Main Rd, Tyringham, MA 01264 on or before the above date. The bids will be publicly opened and read aloud on that date.

The project consists of FDR with liquid calcium chloride approximately 10650 square yards, 2 inches of Hot Mix Asphalt approximately 1200 ton, 500 gallons of tack coat, and 1½ inches of MA DOT approved top approximately 900 tons.

The Board of Selectmen reserves the right to accept or reject any and all bids in the best interest of the town. Specifications are available at the Selectmen's Office as well as the town web site WWW.TYRINGHAM-MA.GOV.

Prevailing wage rates apply as per MGL Chapter 149, Sections 26 and 27. Wage rate schedule is included in the specifications. Contractor must be prequalified under M.G.L. Chapter 29 Section 8B in accordance 729CMR 5.00 by Mass DOT. OSHA 10 certification required. Price adjustment clause shall be in effect for hot mix asphalt mixtures. Period price for Liquid asphalt cement is \$ 485.00. All work and materials shall conform to Mass DOT specifications.

Any questions shall be directed to the Road Superintendent Noah Choquette, 413-243-1749, ext. 105.



KARYN E. POLITO Lt. Governor

# RLES D. BAKER As determin

# THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

#### **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RONALD L. WALKER, II
Secretary
WILLIAM D MCKINNEY
Director

TYRINGHAM

Awarding Authority:

Town of Tyringham

Contract Number:

City/Town:

Description of Work:

Construction, Addition and/or Alteration Works - FDR of Stonebridge Ways

Job Location:

Stonebridge Ways

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 08/13/2015 Wage Request Number: 20150813-028

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	<b>\$52.33</b>
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	<b>\$</b> 53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR	06/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	06/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$27.50	\$7.30	\$10.15	\$0.00	\$44.95
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	<b>\$</b> 45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		******	•	·	*****	311142
ASBESTOS WORKER (PIPES & TANKS)	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)  LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
BADONIAG - 20011 - (IIIII I II. IIIIIIII)	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)  OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
BACKHOE/FRONT-END LOADER OPERATOR	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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 Wage Request Number:
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
BATCH/CEMENT PLANT - ON SITE	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
OPERATING ENGINEERS LOCAL 98  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	12/01/2015	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	06/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$27.50	\$7.30	\$10.15	\$0.00	\$44.95
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
substitute and the state of the	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
BOILER MAKER	01/01/2015	\$40.32	\$6.97	\$16.21	\$0.00	\$63.50
BOILERMAKERS LOCAL 29	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

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Apprentice - BOILERMAKER - Local 29

Ef	fective Date -	01/01/2015				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43.72	
2	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43.72	
3	70		\$28.22	\$6.97	\$11.35	\$0.00	\$46.54	
4	75		\$30.24	\$6.97	\$12.16	\$0.00	\$49.37	
5	80		\$32.26	\$6.97	\$12.97	\$0.00	\$52.20	
6	85		\$34.27	\$6.97	\$13.78	\$0.00	\$55.02	
7	90		\$36.29	\$6.97	\$14.59	\$0.00	\$57.85	
8	95		\$38.30	\$6.97	\$15.40	\$0.00	\$60.67	
	fective Date -	01/01/2016				Supplemental		
Ste			Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
2	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
3	70		\$29.13	\$6.97	\$11.35	\$0.00	\$47.45	
4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
5	80		\$33.30	\$6.97	\$12.97	\$0.00	\$53.24	
6	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	
8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
No	otes:	umamente springeren erretatur kelantaria halikulaki kelantaria kelantari	nin Administra setelepate secularia describato secularia de la composición del composición de la compo	***************************************	induitain mineralas amineralas.	erroments metrolicus materialis ma		
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		urneyworker Ratio:1:5		ACCOUNTS AND ACCOUNTS AND ACCOUNTS				
ICK/STONE/AI TERPROOFIN		ASONRY (INCL. MASONR	Y 03/02/2011	5 \$37.46	\$10.18	\$16.66	\$0.00	\$64.30
CKLAYERS LOCAL		PITTSFIELD)	08/31/201	5 \$38.36	\$10.18	<b>\$</b> 16.73	\$0.00	\$65.27
		•	02/29/2010	6 \$38.93	\$10.18	\$16.73	\$0.00	\$65.84
			09/05/2010	6 \$39.83	\$10.18	\$16.81	\$0.00	\$66.82
			02/27/201	7 \$40.40	\$10.18	\$16.81	\$0.00	\$67.39

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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

			C1		
Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
\$18.73	\$10.18	\$16.66	\$0.00	\$45.57	
\$22.48	\$10.18	\$16.66	\$0.00	\$49.32	
\$26.22	\$10.18	\$16.66	\$0.00	\$53.06	
\$29.97	\$10.18	\$16.66	\$0.00	\$56.81	
\$33.71	\$10.18	\$16.66	\$0.00	\$60.55	
			Supplemental		
Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
\$19.18	\$10.18	\$16.73	\$0.00	\$46.09	
\$23.02	\$10.18	\$16.73	\$0.00	\$49.93	
\$26.85	\$10.18	\$16.73	\$0.00	\$53.76	
\$30.69	\$10.18	\$16.73	\$0.00	\$57.60	
\$34.52	\$10.18	\$16.73	\$0.00	\$61.43	
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	eroren eroren a				
06/01/201:	5 \$32.97	\$9.70	\$11.47	\$0.00	\$54.14
12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
06/01/201:	5 \$36.20	\$7.30	\$13.40	\$0.00	\$56.90
12/01/201;			\$13.40	\$0.00	\$57.65
06/01/2016			\$13.40	\$0.00	\$58.40
12/01/2016			\$13.40	\$0.00	\$59.40
					• • • • • • • • • • • • • • • • • • • •
06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
12/01/2015	\$35.80	\$7.30	\$13.40	\$0.00	\$56.50
06/01/2010	\$36.55	\$7.30	\$13.40	\$0.00	\$57.25
12/01/2010	s \$37.55	\$7.30	\$13.40	\$0.00	\$58.25
06/01/201:	5 \$35.05	\$7.30	\$13.40	\$0.00	\$55.75
12/01/2015			\$13.40	\$0.00	\$56.50
06/01/2016			\$13.40	\$0.00	\$57.25
12/01/2010			\$13.40	\$0.00	\$58.25
		-			
06/01/201:	5 \$24.75	\$7.30	\$10.15	\$0.00	\$42.20
12/01/201	5 \$25.50	\$7.30	\$10.15	\$0.00	\$42.95
06/01/201	6 \$26.25	\$7.30	\$10.15	\$0.00	\$43.70
12/01/201	6 \$27.00	\$7.30	\$10.15	\$0.00	\$44.45

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	03/02/2015	\$32.09	\$8.05	\$14.38	\$0.00	\$54.52
CARLEMIERS DOCAL 100 - BERNSHIRE COUNTY	08/31/2015	\$32.89	\$8.05	\$14.38	\$0.00	\$55.32
	02/29/2016	\$33.64	\$8.05	\$14.38	\$0.00	\$56.07

Apprentice -	CARPENTER - Local	108 Berkshire
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step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	50		\$16.05	\$8.05	\$1.20	\$0.00	\$25.30
2	60 .		\$19.25	\$8.05	\$1.20	\$0.00	\$28.50
3	70		\$22.46	\$8.05	\$10.78	\$0.00	\$41.29
4	75		\$24.07	\$8.05	\$10.78	\$0.00	\$42.90
5	80		\$25.67	\$8.05	\$11.98	\$0.00	\$45.70
6	80		\$25.67	\$8.05	\$11.98	\$0.00	\$45.70
7	90		\$28.88	\$8.05	\$13.18	\$0.00	\$50.11
8	90		\$28.88	\$8.05	\$13.18	\$0.00	\$50.11
Effect	ve Date -	08/31/2015				Supplemental	
	percent	08/31/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step		08/31/2015	Apprentice Base Wage \$16.45	Health \$8.05	Pension \$1.20		
Step 1	percent	08/31/2015				Unemployment	\$25.70
Step 1 2	percent 50	08/31/2015	\$16.45	\$8.05	\$1.20	Unemployment \$0.00	\$25.70 \$28.98
Effecti Step 1 2 3 4	percent 50 60	08/31/2015	\$16.45 \$19.73	\$8.05 \$8.05	\$1.20 \$1.20	\$0.00 \$0.00	\$25.70 \$28.98 \$41.85
Step 1 2 3	50 60 70	08/31/2015	\$16.45 \$19.73 \$23.02	\$8.05 \$8.05 \$8.05	\$1.20 \$1.20 \$10.78	\$0.00 \$0.00 \$0.00	Total Rate \$25.70 \$28.98 \$41.85 \$43.50 \$46.34
Step 1 2 3 4 5 5	50 60 70 75	08/31/2015	\$16.45 \$19.73 \$23.02 \$24.67	\$8.05 \$8.05 \$8.05 \$8.05	\$1.20 \$1.20 \$10.78 \$10.78	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$25.70 \$28.98 \$41.85 \$43.50
Step 1 2 3 4	50 60 70 75 80	08/31/2015	\$16.45 \$19.73 \$23.02 \$24.67 \$26.31	\$8.05 \$8.05 \$8.05 \$8.05 \$8.05	\$1.20 \$1.20 \$10.78 \$10.78 \$11.98	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$25.70 \$28.98 \$41.85 \$43.50 \$46.34

Apprentice to Journeyworker Ratio:\*\*

CEMENT MASONRY/PLASTERING	07/01/2015	\$39.05	\$10.85	\$13.94	\$1.30	\$65.14
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)			*	#12.04	#1.20	
	01/01/2016	\$39.62	\$10.85	\$13.94	\$1.30	\$65.71

#### Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

THEORISE DA	ate - 07/01/2015				Supplemental	
Step per	cent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Apprentice to Journeyworker Ratio:1:3

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Classification		HOLPHORIGINATE CONTROL OF THE PROPERTY OF THE	Effective Dat	te Base Wage	e Health	Pension	Supplemental Unemployment	Total Rat
CHAIN SAW ABORERS - ZON			06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
ABOREKS - ZON	E 4 (BUHA)	NO & SILE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
			06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	<b>\$</b> 43.70
For apprentic	e rates see "A	Apprentice- LABORER"	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
OMPRESSO			06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
PERATING ENC	INEERS LO	CAL 98	12/01/2015	4	\$9.70	\$11.47	\$0.00	\$54.36
		Apprentice- OPERATING ENGINEERS"			•			
RANE OPEI		CAL 98	06/01/2015	\$36.47	\$9.70	\$11.47	\$0.00	\$57.64
		Apprentice- OPERATING ENGINEERS"	12/01/2015	\$37.22	\$9.70	\$11.47	\$0.00	\$58.39
ELEADER (			07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
AINTERS LOCA			01/01/2016		\$7.85	\$16.10	\$0.00	\$73.46
			07/01/2016		\$7.85	\$16.10	\$0.00	\$74.41
			01/01/2017		\$7.85	\$16.10	\$0.00	\$75.36
		tice - PAINTER Local 35 - BRIDO re Date - 07/01/2015 percent	GES/TANKS  Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13	
	2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22	
	3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98	
	4	65	\$31.56	\$7.85	\$4.32	\$0.00	<b>\$43.73</b>	
	5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95	
	6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71	
	7	80	\$38.85	\$7.85	\$14.77	\$0.00		
	8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99	
	Effectiv	ve Date - 01/01/2016				Supplementa	I	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
	2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	
	3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41,55	
	4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	
	5	70	\$34.66	\$7.85	\$14.11	\$0.00		
	6	75	\$37.13	\$7.85	\$14.44	\$0.00		
	7 8	80 90	\$39.61	\$7.85	\$14.77	\$0.00		
	U	70	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
	Notes:	Steps are 750 hrs.	understande and an anti-state			ACOMMINAE ORGANIZAL AZASICALI	Calculations transcents seasones seasones	
	Apprei	ntice to Journeyworker Ratio:1:1					A CONTRACTOR OF THE CONTRACTOR	
			0.5/0.4/0.044			<b>#12.22</b>	60.00	455.05
DEMO: ADZ			06/01/2015	\$35.25	<b>\$7.30</b>	\$13.20	\$0.00	\$55.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"	12/ 1/ 2/ 2/ 2/	457100	47.50	410.20	<b>\$</b> 0.00	<b>4</b> 07.20
DEMO: BURNERS	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$36.75	\$7.30	<b>\$</b> 13.20	\$0.00	
For apprentice rates see "Apprentice- LABORER"	12,01,2013	Ψ50.75	Ψ7.50	<b>Ψ1</b> 5.20	Ψ0.00	ΦJ 1.2J
DEMO: CONCRETE CUTTER/SAWYER	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$37.00	\$7.30	<b>\$</b> 13.20	\$0.00	*
For apprentice rates see "Apprentice- LABORER"	12/01/2013	\$57.00	<b>47.50</b>	Ψ15.20	30.00	337.30
DEMO: JACKHAMMER OPERATOR	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$36.75	<b>\$7</b> .30	\$13.20	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$30.75	Ψ7.50	010.20	Ψ0.00	ψ51.25
DEMO: WRECKING LABORER	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$36.00	\$7.30	<b>\$</b> 13.20	\$0.00	•
For apprentice rates see "Apprentice- LABORER"	12/01/2015	Ψ50.00	Ψ7.50	<b>410.20</b>	Ψ0.00	Φυc.υ
DIVER	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
PILE DRIVER LOCAL 56 (ZONE 3)	30, V1, <b>2</b> 01 <b>0</b>	400.51	Ψ2.00	*	••••	Ψ00.51
DIVER TENDER	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER LOCAL 56 (ZONE 3)	00,01,2012	<b>4.0.1</b> 0	Ψ,		40.00	ψ/1.0/
DIVER TENDER (EFFLUENT)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
PILE DRIVER LOCAL 56 (ZONE 3)	- 0, 0 1, -0 10	<b>40 1100</b>	42.00	,	<del>*</del> **	Ψ, 2.V£
DIVER/SLURRY (EFFLUENT)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
PILE DRIVER LOCAL 56 (ZONE 3)		******	~ <del>-</del>	+	****	2110,10
ELECTRICIAN (Including Core Drilling)	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
ELECTRICIANS LOCAL 7	01/03/2016	\$38.91	\$9.20	<b>\$9.79</b>	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70
	01/01/2017	34U./I	<b>JY.</b> ZU	\$7.17	\$0.00	\$39.70

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Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Lite	tive Date -	06/28/2015				Supplemental		
Step	percent	Apprer	tice Base Wage	Health	Pension	Unemployment	Total Rate	1
1	40		\$15.22	\$5.00	\$0.46	\$0.00	\$20.68	
2	45		\$17.13	\$5.00	\$0.46	\$0.00	\$22,59	
3	50		\$19.03	\$9.20	\$5.51	\$0.00	\$33.74	
4	55		\$20.93	\$9.20	\$5.51	\$0.00	\$35.64	
5	65		\$24.74	\$9.20	\$6.51	\$0.00	\$40.45	
6	70		\$26.64	\$9.20	\$7.51	\$0.00	\$43.35	
Effec	tive Date -	01/03/2016				Supplemental		
Step	percent	Apprer	tice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$15.56	\$5.00	\$0.47	\$0.00	\$21.03	
2	45		\$17.51	\$5.00	\$0.47	\$0.00	\$22.98	
3	50		\$19.46	\$9.20	\$5.52	\$0.00	\$34.18	
4	55		\$21.40	\$9.20	\$5.52	\$0.00	\$36.12	
5	65		\$25.29	\$9.20	\$6.52	\$0.00	\$41.01	
6	70		\$27.24	\$9.20	\$7.52	\$0.00	\$43.96	
Note	s: Pre-5/31/1	1 Begins at Step 3 \$37.78/4\$39.68/5	\$44.10/6\$46.19	***************************************	<del></del>	THEOREM VICTORIA AMARIANA AND		
		are 1000 hrs; Steps 3-6 are 1500 hrs						
Арр	rentice to Jo	urneyworker Ratio:2:3****		**************************************		****************	Peter elization consumer assessment	
TOR CONST		and the second s	01/01/2015	5 \$47.73	\$13.58	\$14.21	\$0.00	\$75.52
DELTINNTREDCTC	ORS LOCAL 41		01/01/001	040.55	61442	£14.06	<b>f</b> 0.00	A=0.17
n construct to			01/01/2016	5 \$48.77	\$14.43	\$14.96	\$0.00	\$78.16

Classification

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**Total Rate** 

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Issue Date: 08/13/2015

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Pension

	Effecti	ve Date -	01/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50		\$23.87	\$13.58	\$14.21	\$0.00	\$51.66	5
	2	55		\$26.25	\$13.58	\$14.21	\$0.00	\$54.04	4
	3	65		\$31.02	\$13.58	\$14.21	\$0.00	\$58.81	i
	4	70		\$33.41	\$13.58	\$14.21	\$0.00	\$61.20	)
	5	80		\$38.18	\$13.58	\$14.21	\$0.00	\$65.97	7
		ve Date -	01/01/2016	Ammandia Dan Wee	TT141	D .	Supplemental	T ( 1 B )	
	Step 1	percent		Apprentice Base Wage	***************************************	Pension	Unemployment	Total Rate	
	2	50		\$24.39	\$14.43	\$14.96	\$0.00	\$53.78	
	3	55		\$26.82	\$14.43	\$14.96	\$0.00	\$56.21	
		65		\$31.70	\$14.43	\$14.96	\$0.00	\$61.09	
	4	<b>7</b> 0		\$34.14	\$14.43	\$14.96	\$0.00	\$63.53	
	5	80		\$39.02	\$14.43	\$14.96	\$0.00	\$68.41	l
	Notes:	Steps 1-2	are 6 mos.; Steps 3-5 are 1 ye	ear	The second secon	therease whitever approximate			
	Appre	ntice to Joi	urneyworker Ratio:1:1		management communities systematics :	istration tananaha ummining .	manumin teneruma arnesanal asser		
LEVATOR CONSTRUCTOR HELPER  EVATOR CONSTRUCTORS LOCAL 41		01/01/2015	5 \$33.41	\$13.58	\$14.21	\$0.00	\$61.20		
		01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53		
				01/01/2017	7 \$34.93	\$15.28	\$15.71	\$0.00	\$65.92
***************************************			ELEVATOR CONSTRUCTOR"		***************************************				
ENCE & BE BORERS - ZON				06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
		, , , , , , , , , ,		12/01/2019	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
				06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
For apprentic	ce rates see "	Apprentice- L	.ABORER"	12/01/2016	5 \$27.00	\$7.30	\$10.15	\$0.00	\$44.45
			OR (HEAVY & HIGHWAY	06/01/201:	5 \$25.92	2 \$7.30	\$11.75	\$0.00	\$44.97
BORERS - ZON	NE 4 (HEAV	Y & HIGHWA	1Y)	12/01/201:	5 \$26.42	\$7.30	\$11.75	\$0.00	\$45.47
				06/01/2010	5 \$26.92	\$7.30	\$11.75	\$0.00	\$45.9
For general	na rotan nan "	Angraptica	ABORER (Heavy and Highway)	12/01/2016	s27.67	\$7.30	\$11.75	\$0.00	\$46.72
	NST/ROI	D-BLDG,S	ITE, HVY/HWY	06/01/1999	9 \$18.84	\$4.80	\$4.10	\$0.00	\$27.74
ELD ENG.F			OG,SITE,HVY/HWY	06/01/1999	9 \$21.33	3 \$4.80	\$4.10	\$0.00	\$30.2
ELD ENG.S			LDG,SITE,HVY/HWY	06/01/199	9 \$22.33	\$4.80	\$4.10	\$0.00	\$31.2
RE ALARN		LER		06/28/201	5 \$38.06	5 \$9.20	\$9.79	\$0.00	\$57.0
ECTRICIANCE	LOCAL 7			01/03/201	6 \$38.91	\$9.20	\$9.79	\$0.00	\$57.90
BC I ICIANS I				07/03/201	6 \$39.81	\$9.20	\$9.79	\$0.00	\$58.8
EECTIGEANS I									

Wage Request Number:

20150813-028

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 7	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70
FIREMAN OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	<b>\$5</b> 3.61
OFERATING ENGINEERS LOCAL YO	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36

Apprentice -	OPERATING	ENGINEERS -	Local 98 Class 3
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FLOORCOVERERS LOCAL 2168 ZONE III

	mile - Of Electric EngineEs	AG - Local 98 Class 3					
Effect Step	ive Date - 06/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		<del></del>	·····			
2	70	\$19.46	\$9.70	\$11.47	\$0.00	\$40.63	
3		\$22.71	\$9.70	\$11.47	\$0.00	\$43.88	
	80	\$25.95	<b>\$</b> 9.70	\$11.47	\$0.00	\$47.12	
4	90	\$29.20	\$9.70	\$11.47	\$0.00	\$50.37	
	ive Date - 12/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$19.91	\$9.70	\$11.47	\$0.00	\$41.08	
2	70	\$23.23	\$9.70	\$11.47	\$0.00	\$44.40	
` 3	80	\$26.55	\$9.70	\$11.47	\$0.00	\$47.72	
4	90	\$29.87	\$9.70	\$11.47	\$0.00	\$51.04	
Notes				······ ······	***************************************	Material Andrews and Andrews	
	Steps 1-2 are 1000 hrs.; Steps 3-	4 are 2000 hrs.				****	
Appro	entice to Journeyworker Ratio:1:	6	······································		Acceptance to the control of the con		
	ER (HEAVY & HIGHWAY)	06/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
ABORERS - ZONE 4 (HEA)	I & RIGHWAI)	12/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
		06/01/2016	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
For apprentice rates see	"Apprentice- LABORER (Heavy and High	12/01/2016 way)	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
LOORCOVERER	THE RESERVE OF THE PROPERTY OF	09/01/2014	\$31.79	\$7.80	\$13.96	\$0.00	\$53.55
LOODCOVERERS LOCAL	2169 7CME III		42>	40	<del>-</del>		455.55

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

#### Classification

Appren	tice - FLOORCOV	ERER - Local 2168 Zone III
Effectiv	e Date - 09/01/20	14
Step	percent	Apprentic

Step	percent	03/01/2011	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$15.90	\$7.80	\$1.12	\$0.00	\$24.82
2	55		\$17.48	\$7.80	\$1.12	\$0.00	\$26.40
3	60		\$19.07	\$7.80	\$10.51	\$0.00	\$37.38
4 .	65		\$20.66	\$7.80	\$10.51	\$0.00	\$38.97
5	70		\$22.25	\$7.80	\$11.66	\$0.00	\$41.71
6	75		\$23.84	\$7.80	\$11.66	\$0.00	\$43.30
7	80		\$25.43	\$7.80	\$12.81	\$0.00	\$46.04
8	85		\$27.02	\$7.80	\$12.81	\$0.00	\$47.63
Notes	Steps are	750 hrs.	and administration where the common operations of the common operations	***************************************	and medicinals desirables whether w	h dashalada maadadan vinandada rumladan	ACCOUNTS ACCOUNTS

Apprentice to Journeyworker Ratio:1:1

	06/01/2015	\$32.66	\$9.70	\$11.47	\$0.00	\$53.83
INEERS LOCAL 98	12/01/2015	\$33.41	\$9.70	\$11.47	\$0.00	\$54.58
e rates see "Apprentice- OPERATING ENGINEERS"						
S/LIGHTING PLANTS	06/01/2015	\$29.21	\$9.70	\$11.47	\$0.00	\$50.38
INEERS LOCAL 98	12/01/2015	\$29.96	\$9.70	\$11.47	\$0.00	\$51.13
e rates see "Apprentice- OPERATING ENGINEERS"						
ASS PLANK/AIR BARRIER/INTERIOR	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	<b>\$5</b> 3.33
. 1333	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53
L 1333		*			*	

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\$10.25

\$10.25

Pension

\$1.00

\$8.00

		LAZIER - Local 1333
Effect Step	percent	06/01/2015
1	50	
2	56	
3	63	

2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.9
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.6
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.8
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.5
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.7
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.9
8	94	\$32.89	\$10.25	\$8.00	\$0,00	\$51.1

\$32.89

Apprentice Base Wage Health

\$17.54

Effect	ive Date -	06/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.79	\$10.70	\$1.00	\$0.00	\$29.49	
2	56		\$20.01	\$10.70	\$1.00	\$0.00	\$31.71	
3	63		\$22.24	\$10.70	\$1.50	\$0.00	\$34.44	
4	69		\$24.46	\$10.70	\$1.50	\$0.00	\$36.66	
5	75		\$26.69	\$10.70	\$2.00	\$0.00	\$39.39	
6	81		\$28.91	\$10.70	\$2.00	\$0.00	\$41.61	
7	88		\$31.13	\$10.70	\$8.00	\$0.00	\$49.83	
8	94		\$33.36	\$10.70	\$8.00	\$0.00	\$52.06	

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Note	es:																					ļ
-																						

Apprentice	to Jour	neyworke	r Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	07/01/2015	\$32.32	\$9.14	\$14.92	\$1.68	\$58.06
SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$33.02	\$9.14	\$14.92	\$1.68	\$58.76
	07/01/2016	\$33.73	\$9.14	\$14.96	\$1.68	\$59.51
	01/01/2017	\$34.48	\$9.14	\$14.96	\$1.68	\$60.26
For apprentice rates see "Apprentice-SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
ELECTRICIANS LOCAL 7	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
For apprentice rates see "Apprentice- ELECTRICIAN"	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70
		***		614.00	A1 (A	<b>A-0.0</b>
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	07/01/2015	\$32.32	\$9.14	\$14.92	\$1.68	\$58.06
DILETAL TAL A CHARLE BOOKE 40	01/01/2016	\$33.02	\$9.14	\$14.92	\$1.68	\$58.76
	07/01/2016	\$33.73	\$9.14	\$14.96	\$1.68	\$59.51
	01/01/2017	\$34.48	\$9.14	\$14.96	\$1.68	\$60.26

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
FLOMBERS & FIFEFILIERS LOCAL 104 WESTERN DIVISION	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
HVAC MECHANIC	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
PLUMBERS & PIPEFITTERS LOCAL, 104 WESTERN DIVISION	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.33
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
INSULATOR (PIPES & TANKS)  HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2014	\$34.65	\$11.25	\$12.60	\$0.00	\$58.50

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

	• •	ntice - ASBESTOS INSULA ive Date - 09/01/2014	TOR (Pipes & Tanks) - Local o Spi	ringjieia				
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$17.33	\$11.25	\$9.35	\$0.00	\$37.93	
	2	60	\$20.79	\$11.25	\$10.00	\$0.00	\$42.04	
	3	70	\$24.26	\$11.25	\$10.65	\$0.00	<b>\$</b> 46.16	
	4	80	\$27.72	\$11.25	\$11.30	\$0.00	\$50.27	
	Notes:		and the second second second second second second second second	WARRING WARRING WARRANGE				
	***	Steps are 1 year					***************************************	
	Appre	entice to Journeyworker Rat	iio:1:4			TOTAL TOTAL MONOMA MORE		
	KER/WEL		03/16/2015	\$30.0	0 \$7.70	\$19.50	\$0.00	<b>\$</b> 57.20
NWORKER	S LOCAL 7 (S	SPRINGFIELD AREA)	00/16/2014	¢20.6	6 67.70	£10 50	<b>¢</b> 0.00	657.05

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2015	\$30.00	\$7.70	\$19.50	\$0.00	\$57.20
INONWORKERS LOCAL / (SERINGPIELD AREA)	09/16/2015	\$30.65	\$7.70	\$19.50	\$0.00	\$57.85
	03/16/2016	\$31.30	\$7.70	\$19.50	\$0.00	\$58.50
	09/16/2016	\$31.95	\$7.70	\$19.50	\$0.00	\$59.15
	03/16/2017	\$32.60	\$7.70	\$19.50	\$0.00	\$59.80

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Apprentice - IRONWORKER - Local 7 Springfield

•		ive Date - 03/16/2015	4 2 5 77	77 13	<b>.</b> .	Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$18.00	<b>\$</b> 7.70	\$19.50	\$0.00	\$45.20	
	2	70	\$21.00	\$7.70	\$19.50	\$0.00	\$48.20	
	3	75	\$22.50	\$7.70	\$19.50	\$0.00	\$49.70	
	4	80	\$24.00	\$7.70	\$19.50	\$0.00	\$51.20	
	5	85	\$25.50	\$7.70	\$19.50	\$0.00	\$52.70	
	6	90	\$27.00	\$7.70	\$19.50	\$0.00	\$54.20	
		ive Date - 09/16/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$18.39	\$7.70	\$19.50	\$0.00	\$45.59	
	2	70	\$21.46	\$7.70	\$19.50	\$0.00	\$48.66	
	3	75	\$22.99	\$7.70	\$19.50	\$0.00	\$50.19	
	4	80	\$24.52	\$7.70	\$19.50	\$0.00	\$51.72	
	5	85	\$26.05	\$7.70	\$19.50	\$0.00	\$53.25	
	6	90	\$27.59	\$7.70	\$19.50	\$0.00	\$54.79	
	Notes:		COM SMONTHS ECONOMICS AND SIGNATURE AND ASSESSMENT ASSE			·		
	· Accompany	Structural 1:6; Ornamental 1:4					***	
	Appre	ntice to Journeyworker Ratio:				**************************************	MATERIAL STATES AND ADDRESS OF THE STATES OF	
		VING BREAKER OPERATOR	06/01/201:	5 \$24.75	\$7.30	\$10.15	\$0.00	\$42.20
ORERS - ZOP	E 4 (BUILI	DING & SITE)	12/01/201:	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
			06/01/2016	6 \$26.25	\$7.30	\$10.15	\$0.00	\$43.70
			12/01/2010	6 \$27.00	\$7.30	\$10.15	\$0.00	\$44.45
	e rates see	"Apprentice- LABORER"					WOWNER TO THE REAL PROPERTY OF THE PERTY OF	
BORER	JE 4 /PTIIT	DING & SITE)	06/01/201:	5 \$24.50	\$7.30	\$10.15	\$0.00	\$41.95
OKERS - ZOF	E + (DUILI	DAIO & SILE)	12/01/201:	5 \$25.25	\$7.30	\$10.15	\$0.00	\$42.70
			06/01/2010	5 \$26.00	\$7.30	\$10.15	\$0.00	\$43.45
			12/01/2010	6 \$26.75	\$7.30	\$10.15	\$0.00	\$44.20

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Apprentice -	LABORER - Zone 4 Building and Site
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Effecti	ve Date - 06/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$14.70	\$7.30	\$10.15	\$0.00	\$32.15	
2	70	\$17.15	<b>\$7.30</b>	\$10.15	\$0.00	\$34.60	
3	80	\$19.60	<b>\$</b> 7.30	\$10.15	\$0.00	\$37.05	
4	90	\$22.05	\$7.30	\$10.15	\$0.00	\$39.50	
Effecti	ve Date - 12/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$15.15	\$7.30	\$10.15	\$0.00	\$32.60	
2	70	\$17.68	\$7.30	\$10.15	\$0.00	\$35.13	
3	80	\$20.20	<b>\$7</b> .30	\$10.15	\$0.00	\$37.65	
4	90	\$22.73	\$7.30	\$10.15	\$0.00	\$40.18	
Notes:		. effektivisti Veliklistist vitasistini savaraman vanamana vanamana	······· ····· · · · · · · · · · · · ·		According Stratistics No.	ententian substitution substitution substitution	
, constant							
Appre	ntice to Journeyworker Ratio:1:5		············ ·················· ·······	Marie estatuante anticolor	4x1/2xx1/x		
BORER (HEAVY &	•	06/01/201:	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
BORERS - ZONE 4 (HEAV	Y & HIGHWAY)	12/01/201:	5 \$26.17	\$7.30	\$11.75	\$0.00	\$45.22
		06/01/2016	5 \$26.67	\$7.30	\$11.75	\$0.00	\$45.72
		12/01/2016	5 \$27.42	\$7.30	\$11.75	\$0.00	\$46.47

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effect	ive Date -	06/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$15.40	\$7.30	\$11.75	\$0.00	\$34.45
2	70		\$17.97	\$7.30	\$11.75	\$0.00	\$37.02
3	80		\$20.54	\$7.30	\$11.75	\$0.00	\$39.59
4	90		\$23.10	\$7.30	\$11.75	\$0.00	\$42.15
Effect	ive Date -	12/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$15.70	\$7.30	\$11.75	\$0.00	\$34.75
2	70		\$18.32	\$7.30	\$11.75	\$0.00	\$37.37
_							
3	80		\$20.94	\$7.30	\$11.75	\$0.00	\$39.99

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
LADORERO - ZORE 4 (BOLEDINO & SITE)	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
•	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
LABORER: CEMENT FINISHER TENDER	06/01/2015	\$24.50	\$7.30	\$10.15.	\$0.00	\$41.95
ABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$43.43 \$44.20
For apprentice rates see "Apprentice- LABORER"	12,01/2010	\$20.75	Ψ7.50	<b>010.10</b>	Ψ0.00	9TT.20
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/01/2015	\$24.60	\$7.30	<b>\$</b> 10.15	\$0.00	\$42.05
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.35	\$7.30	\$10.15	\$0.00	\$42.80
For apprentice rates see "Apprentice- LABORER"			•			*
LABORER: MASON TENDER	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
ABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
LABORER: MULTI-TRADE TENDER	0.510.4/0.4.5	****			<b>.</b>	
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
LABORER: TREE REMOVER	06/01/0015			<b>610.1</b> 5	<b></b>	
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	<b>\$42.70</b>
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
This classification applies to all tree work associated with the removal of standing a utility company for the purpose of operation, maintenance or repair of utility com-	12/01/2016 trees, and trimming and res	\$26.75 moval of branche	\$7.30 s and limbs w	\$10.15 hen the work i	\$0.00 s not done for	\$44.20
LASER BEAM OPERATOR	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42,20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30 \$7.30	\$10.15	\$0.00	\$42.20 \$42.95
	06/01/2016	\$25.30	\$7.30 \$7.30	\$10.15	\$0.00	\$42.93 \$43.70
	12/01/2016	\$20.23	\$7.30 \$7.30	\$10.15	\$0.00	\$43.70 \$44.45
For apprentice rates see "Apprentice- LABORER"	12/01/2010	φ4/.UU	⊅/.3U	\$10.13	ΦV.VV	<b>344.4</b> 3
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$20.92 \$27.67	\$7.30 \$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2010	⊕£1,U1	<b>⊕7.J</b> U	J. I. I. I	ΨV10V	y 10.12

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS  BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/02/2015	\$30.85	\$10.18	\$16.35	\$0.00	\$57.38
BRICKLATERS LOCIAL S (SENTITI) - MARDLE & TILE	08/31/2015	\$31.76	\$10.18	\$16.41	\$0.00	\$58.35
	02/29/2016	\$32.33	\$10.18	\$16.41	\$0.00	\$58.92
	09/05/2016	\$33.24	\$10.18	\$16.48	\$0.00	\$59.90
	02/27/2017	\$33.81	\$10.18	\$16.48	\$0.00	<b>\$6</b> 0.47

### Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effecti	ive Date -	03/02/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.43	\$10.18	\$16.35	\$0.00	\$41.96
2	60		\$18.51	\$10.18	\$16.35	\$0.00	\$45.04
3	70		\$21.60	\$10.18	\$16.35	\$0.00	\$48.13
4	80		\$24.68	\$10.18	\$16.35	\$0.00	\$51.21
5	90		\$27.77	\$10.18	\$16.35	\$0.00	\$54.30
Effect	ive Date -	08/31/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.88	\$10.18	\$16.41	\$0.00	\$42.47
2	60		\$19.06	\$10.18	\$16.41	\$0.00	\$45.65
3	70		\$22.23	\$10.18	\$16.41	\$0.00	\$48.82
4	80		\$25.41	\$10.18	\$16.41	\$0.00	\$52.00
5	90		\$28.58	\$10.18	\$16.41	\$0.00	\$55.17
Notes		- Antoniosista (Antoniosista ilikalistasista etääsistätää antoniosistaanen suuraanaanen aun					The second secon
Appre	ntice to Jo	urneyworker Ratio:1:5			CONTROL BENEFIT HEIGHT		New embryone enganeous announces
ONS.T	ILELAYE	RS & TERRAZZO MECH	03/02/201	5 <b>\$</b> 27.4	£ €10.16	\$16.66	\$0.00 \$£4.20

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/02/2015	\$37.46	\$10.18	\$16.66	\$0.00	\$64.30
DRICKLAIERS LOCAL 3 (SERVEITI) - MARBLE & TILE	08/31/2015	\$38.36	\$10.18	\$16.73	\$0.00	\$65.27
	02/29/2016	\$38.93	\$10.18	\$16.73	\$0,00	\$65.84
	09/05/2016	\$39.83	\$10.18	\$16.81	\$0.00	\$66.82
	02/27/2017	\$40.40	\$10.18	\$16.81	\$0.00	\$67.39

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Apprentice -	MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Sp.	or/Pitt)
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	Effecti	ve Date - 03/02/2015				Supplemental		
×	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.73	\$10.18	\$16.66	\$0.00	\$45.57	
	2	60	\$22.48	\$10.18	\$16.66	\$0.00	\$49.32	
	3	70	\$26.22	\$10.18	\$16.66	\$0.00	\$53.06	
	4	80	\$29.97	\$10.18	\$16.66	\$0.00	\$56.81	
	5	90	\$33.71	\$10.18	\$16.66	\$0.00	\$60.55	
		ve Date - 08/31/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.18	\$10.18	\$16.73	\$0.00	\$46.09	
	2	60	\$23.02	\$10.18	\$16.73	\$0.00	\$49.93	
	3	70	\$26.85	\$10.18	\$16.73	\$0.00	\$53.76	
	4 80	80	\$30.69	\$10.18	\$16.73	\$0.00	\$57.60	
	5	90	\$34.52	\$10.18	\$16.73	\$0.00	\$61.43	
	Notes:	<ul> <li>Anti-Registral Service Se</li></ul>	WARNING CONTROL WASHINGTON WOODS	The second secon	······································	<u> </u>		
	anne						THE AMERICAN	
	Appre	ntice to Journeyworker Ratio:1:5	and the second s	Totales addition discusses a				
ECH. SWEEP		ERATOR (ON CONST. SITES)	. 06/01/2015	5 \$32.97	\$9.70	\$11.47	\$0.00	\$54.14
		Apprentice- OPERATING ENGINEERS"	12/01/201	\$33. <b>72</b>	\$9.70	\$11.47	\$0.00	\$54.89
		/BOOM TRUCK	06/01/2014		60.70	\$11.47	<b>\$0.00</b>	682 (1
ERATING ENGII			06/01/2015			\$11.47	\$0.00	\$53.61
For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
LLWRIGHT	•	•	04/01/2015	<b>\$</b> 33.13	\$9.80	\$16.21	\$0.00	\$59.14

Apprentice - MILLWRIGHT - Local 1121 Zone 3

tep	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.22	\$9.80	\$4.48	\$0.00	\$32.50
2	65	\$21.53	\$9.80	\$13.36	\$0.00	\$44.69
3	75	\$24.85	\$9.80	\$14.18	\$0.00	\$48.83
4	85	\$28.16	\$9.80	\$14.99	\$0.00	\$52.95

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
OILER	06/01/2015	\$28.13	\$9.70	\$11.47	\$0.00	\$49.30
OPERATING ENGINEERS LOCAL 98  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$28.88	\$9.70	\$11.47	\$0.00	\$50.05
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2015	\$26.15	\$9.70	\$11.47	\$0.00	\$47.32
OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$26.90	\$9.70	\$11.47	\$0.00	\$48.07
PAINTER (BRIDGES/TANKS)	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

**Apprentice -** PAINTER Local 35 - BRIDGES/TANKS

Step	percent	/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55		\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60		\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
4	65		\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
5	70		\$33.99	\$7.85	\$14.11	\$0.00	\$55.95
6	75		\$36.42	\$7.85	\$14.44	\$0.00	\$58.71
7	80		\$38.85	\$7.85	\$14.77	\$0.00	\$61.47
8	90		\$43.70	\$7.85	\$15.44	\$0.00	\$66.99
ffect	ive Date - 01	/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
			\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
1	50						
	50 55		\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
1 2 3			\$27.23 \$29.71	\$7.85 \$7.85	\$3.66 \$3.99	\$0.00 \$0.00	\$38.74 \$41.55
2	55					·	\$41.55
2 3 4	55 60		\$29.71	\$7.85	\$3.99	\$0.00	\$41.55 \$44.35
2	55 60 65		\$29.71 \$32.18	\$7.85 \$7.85	\$3.99 \$4.32	\$0.00 \$0.00	\$41.55 \$44.35 \$56.62
2 3 4 5	55 60 65 70		\$29.71 \$32.18 \$34.66	\$7.85 \$7.85 \$7.85	\$3.99 \$4.32 \$14.11	\$0.00 \$0.00 \$0.00	

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2015	\$32.03	\$7.85	\$12.30	\$0.00	\$52.18
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
•	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

	Step	ve Date - percent	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$16.02	\$7.85	\$0.00	\$0.00	\$23.87	
•	2	55		\$17.62	\$7.85	\$1.57	\$0.00	\$27.04	
	3	60		\$19.22	\$7.85	\$1.71	\$0.00	\$28.78	
	4	65		\$20.82	\$7.85	\$1.85	\$0.00	\$30.52	
	5	70		\$22.42	\$7.85	\$11.45	\$0.00	\$41.72	
	6	75		\$24.02	\$7.85	\$11.59	\$0.00	\$43.46	
	7	80		\$25.62	\$7.85	\$11.73	\$0.00	\$45.20	
	8	90		\$28.83	\$7.85	\$12.02	\$0.00	\$48.70	
	Effect: Step	ive Date -	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$16.47	\$7.85	\$0.00	\$0.00	\$24.32	***************************************
	2	55		\$18.11	\$7.85	\$1.57	\$0.00	\$27.53	
	3	60		\$19.76	\$7.85	\$1.71	\$0.00	\$29.32	
	4	65		\$21.40	\$7.85	\$1.85	\$0.00	\$31.10	
	5	70		\$23.05	\$7.85	\$11.45	\$0.00	\$42.35	
	6	75		\$24.70	\$7.85	\$11.59	\$0.00	\$44.14	
	7	80		\$26.34	\$7.85	\$11.73	\$0.00	\$45.92	
	8	90		\$29.64	\$7.85	\$12.02	\$0.00	\$49.51	
	Notes					· · · · · · · · · · · · · · · · · · ·	000 0000000 00000000 00000000 <del>0</del> 00		
		Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1	was announced management announced a	AND	The second responsible and second control of	· sames and section sections and	THE PROPERTY SERVICES ASSESSED.	
INTER (SP			AST, REPAINT)	07/01/201	5 \$29.	35 \$7.85		\$0.00	\$49.50
				01/01/201	6 \$30.2	25 \$7.85		\$0.00	\$50.40
				07/01/201	6 \$31.	11 \$7.85		\$0.00	\$51.26
				01/01/201	7 \$32.	00 \$7.85	\$12.30	\$0.00	\$52.15

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Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$14.68	\$7.85	\$0.00	\$0.00	\$22.53	
2	55		\$16.14	\$7.85	\$1.57	\$0.00	\$25.56	
3	60		\$17.61	\$7.85	\$1.71	\$0.00	\$27.17	
4	65		\$19.08	\$7.85	\$1.85	\$0.00	\$28.78	
5	70		\$20.55	\$7.85	\$11.45	\$0.00	\$39.85	
6	75		\$22.01	\$7.85	\$11.59	\$0.00	\$41.45	
7	80		\$23.48	\$7.85	\$11.73	\$0.00	\$43.06	
8	90		\$26.42	\$7.85	\$12.02	\$0.00	\$46.29	
Effect Step	tive Date -	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$15.13	\$7.85	\$0.00	\$0.00	\$22.98	
2	55		\$16.64	\$7.85	\$1.57	\$0.00	\$26.06	
3	60		\$18.15	\$7.85	\$1.71	\$0.00	\$27.71	
4	65		\$19.66	\$7.85	\$1.85	\$0.00	\$29.36	
5	70		\$21.18	\$7.85	\$11.45	\$0.00	\$40.48	
6	75		\$22.69	\$7.85	\$11.59	\$0.00	\$42.13	
7	80		\$24.20	\$7.85	\$11.73	\$0.00	\$43.78	
8	90		\$27.23	\$7.85	\$12.02	\$0.00	\$47.10	
Notes		AND A	***************************************		memory were and appropries	i. IINSTATATA rendeumuna mendendeuden sun		
***************************************	Steps are	750 nrs.					1	
Appr	entice to Jo	urneyworker Ratio:1:1		monomera managementa Arabitahirin -	Person sources sources		<del></del>	
R / TAPER (E		*	07/01/201	\$30.63	\$7.85	<b>\$</b> 12.30	\$0.00	\$50.78
		painted are new construction TERS LOCAL 35 - ZONE 3	n, 01/01/201	5 \$31.53	\$7.85	\$12.30	\$0.00	\$51.68
iii iuw siuli b	e aseud Anv.	TELM TOOME 34 - POHE 3	07/01/201	5 \$32.38	\$7.85	\$12.30	\$0.00	\$52.53

\$33.28

\$7.85

01/01/2017

\$12.30

\$0.00

\$53.43

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	Effecti	ve Date - 07/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$15.32	\$7.85	\$0.00	\$0.00	\$23.17	
	2	55	\$16.85	\$7.85	\$1.57	\$0.00	\$26.27	
	3	60	\$18.38	\$7.85	\$1.71	\$0.00	\$27.94	
	4	65	\$19.91	\$7.85	\$1.85	\$0.00	\$29.61	
	5	70	\$21.44	\$7.85	\$11.45	\$0.00	\$40.74	
	6	75	\$22.97	\$7.85	\$11.59	\$0.00	\$42.41	
	7	80	\$24.50	\$7.85	\$11.73	\$0.00	\$44.08	
	8	90	\$27.57	\$7.85	\$12.02	\$0.00	\$47.44	
	Effecti Step	ve Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$15.77	\$7.85	\$0.00	\$0.00	\$23.62	
	2	55	\$17.34	\$7.85	\$1.57	\$0.00	\$26.76	
	3	60	\$18.92	\$7.85	\$1.71	\$0.00	\$28.48	
	4	65	\$20.49	\$7.85	\$1.85	\$0.00	\$30.19	
	5	70	\$22.07	\$7.85	\$11.45	\$0.00	\$41.37	
	6	75	\$23.65	\$7.85	\$11.59	\$0.00	<b>\$</b> 43.09	
	7	80	\$25.22	\$7.85	\$11.73	\$0.00	\$44.80	
	8	90	\$28.38	\$7.85	\$12.02	\$0.00	\$48.25	
	Notes:		W ANNOUNCE ANNOUNCE ANNOUNCE ANNOUNCE ANNOUNCE, ANNOUNCE ANNOUNCE	whomen devices to the service			, 	
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio	:1:1				· · · · · · · · · · · · · · · · · · ·	
INTER / TA	•	RUSH, REPAINT)	07/01/201:	5 \$27.95	\$7.85	\$12.30	\$0.00	\$48.10
	. 22 - ZOM	. v	01/01/201	5 \$28.85	\$7.85	\$12.30	\$0.00	\$49.00
			07/01/2010	5 \$29.70	\$7.85	\$12.30	\$0.00	\$49.85
			01/01/201	7 \$30.60	\$7.85	\$12.30	\$0.00	\$50.75

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Pension

Total Rate

	Step	ve Date - 07/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$13.98	\$7.85	\$0.00	\$0.00	\$21.83	
	2	55	\$15.37	\$7.85	\$1.57	\$0.00	\$24.79	
	3	60	\$16.77	\$7.85	\$1.71	\$0.00	\$26.33	
	4	65	\$18.17	\$7.85	\$1.85	\$0.00	\$27.87	
	5	70	\$19.57	\$7.85	\$11.45	\$0.00	\$38.87	
	6	75	\$20.96	\$7.85	\$11.59	\$0.00	\$40.40	
	7	80	\$22.36	\$7.85	\$11.73	\$0.00	\$41.94	
	8	90	\$25.16	\$7.85	\$12.02	\$0.00	\$45.03	
	Effecti Step	ve Date - 01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50						
	2	55	\$14.43	\$7.85	\$0.00	\$0.00	\$22.28	
	3	60	\$15.87	\$7.85	\$1.57	\$0.00	\$25.29	
	4	65	\$17.31	\$7.85	\$1.71	\$0.00	\$26.87	
	5		\$18.75	\$7.85	\$1.85	\$0.00	\$28.45	
	6	70 75	\$20.20	\$7.85	\$11.45	\$0.00	\$39.50	
	7	75	\$21.64	\$7.85	\$11.59	\$0.00	\$41.08	
	8	80 90	\$23.08	\$7.85	\$11.73	\$0.00	\$42.66	
	0	90	\$25.97	\$7.85	\$12.02	\$0.00	\$45.84	
	Notes:	Steps are 750 hrs.	THE STATE OF THE S	Account Account	www.mee. Commercial and Children	i APRITONIUM ANTOMORIUM INSUMANIAMA ANT		
	Appre	ntice to Journeyworker Ratio:1:1	the control therefore controls controls the control that			***************************************	manner Seminations (Ministrator Williams)	
INTER TRA		ARKINGS (HEAVY/HIGHWAY)	06/01/201	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
ONENS - ZONE	T (312)/17	u moneni	12/01/201	\$26.17	\$7.30	\$11.75	\$0.00	\$45.22
			06/01/201	5 \$26.67	\$7.30	\$11.75	\$0.00	\$45.72
For apprentice	rates see "	Apprentice- LABORER (Heavy and Highw	12/01/201	6 \$27.42	\$7.30	\$11.75	\$0.00	\$46.47
		UCKS DRIVER IL NO. 10 ZONE B	12/01/201	2 \$30.28	\$9.07	\$8.00	\$0.00	\$47.35
R AND DO	CK CO	NSTRUCTOR (UNDERPINNING	AND 03/02/201	5 \$37.85	\$9.80	\$18.17	\$0.00	\$65.82
CK) E DRIVER LOCA	41 56 CZC	INTE 3)	08/31/201	5 \$39.00		\$18.17	\$0.00	\$66.97
E DRIVER	(20	····	03/02/201	5 \$37.85	5 \$9.80	\$18.17	\$0.00	\$65.82
E DRIVER LOCA	4L 56 (ZC	NE 3)	00,02,201	. 407.00	42,00			400104

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Pension

\$14.40

\$0.00

\$60.33

· · · · · · · · · · · · · · · · · · ·	Appre	ntice - PII	LE DRIVER - Local 56 Ze	one 3					
		ive Date -	03/02/2015		44		Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te 
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.0	0
1	Notes:	Apprentice	wages shall be no less th	nan the following Steps;					
		•	set in Zone 1)						
ļ 		1\$50.41/2	\$54.61/3\$58.82/4\$60.92/	/5\$63.02/6\$63.02/7\$67.23/	8\$67.23	montanto attituatos transicios	AND COURSE ARRESTORS ASSESSMENT THE		
,	Appre	ntice to Jou	urneyworker Ratio:1:3						
PIPELAYER .aborers - zone 4 (building & site)		06/01/201	5 \$24.75	\$7.30	\$10.15	\$0.00	\$42.20		
		12/01/201	5 \$25.50	\$7.30	\$10.15	\$0.00	\$42.95		
				06/01/201	6 \$26.25	\$7.30	\$10.15	\$0.00	\$43.70
				12/01/201	6 \$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice ra	ites see '	"Apprentice- L	ABORER"						
IPELAYER (HE			,	06/01/201	5 \$25.92	\$7.30	\$11.75	\$0.00	\$44.97
ABORERS - ZONE 4	i (HEAV	Y & HIGHWA		12/01/201	5 \$26.42	\$7.30	\$11.75	\$0.00	\$45.47
				06/01/201	6 \$26.92	\$7.30	\$11.75	\$0.00	\$45.97
				12/01/201	6 \$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice ra	ates see	"Apprentice- L	ABORER (Heavy and Highway	y)					
LUMBER & PI			THE COLUMN TWO IS NOT THE OWNER OF THE OWNER OWNER OF THE OWNER	03/17/201	5 \$35.88	\$8.30	\$14.40	\$0.00	\$58.58
LUMBERS & PIPEI	rITTER:	S LOCAL 104 I	WESTERN DIVISION	09/17/201	5 \$36.63	\$8.30	\$14.40	\$0.00	\$59.33

03/17/2016

\$37.63

\$8.30

Apprentice -	PLUMBER/PIPEFITTER - Local 104 Western
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Effecti	ve Date -	03/17/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$16.15	\$8.30	\$8.40	\$0.00	\$32.85
2	50		\$17.94	\$8.30	\$8.40	\$0.00	\$34.64
3	60		\$21.53	\$8.30	\$8.40	\$0.00	\$38.23
4	70		\$25.12	\$8.30	\$8.40	\$0.00	\$41.82
5	80		\$28.70	\$8.30	\$14.40	\$0.00	\$51.40
Effecti	Offective Date - 09/17/2015					Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
l	45		\$16.48	\$8.30	\$8.40	\$0.00	\$33.18
2	50		\$18.32	\$8.30	\$8.40	\$0.00	\$35.02
3	60		\$21.98	\$8.30	\$8.40	\$0.00	\$38.68
4	70		\$25.64	\$8.30	\$8.40	\$0.00	\$42.34
5	80		\$29.30	\$8.30	\$14.40	\$0.00	\$52.00
Notes			WANTED STATE STATE STATE OF THE	ANNOUN MANAGER MOON			·
TABLES							

20150813-028

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.)	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
HIGHWAY)  LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
MINORERO - BOIL 4 (ILEM I & INGILITAL)	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
POWDERMAN & BLASTER	06/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42,95
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	06/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44,45
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$27.75	\$7.30	\$10.15	\$0.00	\$45.20
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2015	\$26.67	\$7.30	\$11.75	\$0.00	<b>\$</b> 45.72
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$27.17	\$7.30	\$11.75	\$0.00	\$46.22
	06/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
	12/01/2016	\$28.42	\$7.30	\$11.75	\$0.00	\$47.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		0201.2	07.00		*	<b>\$17.11</b>
PUMP OPERATOR (CONCRETE)	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	<b>\$</b> 33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
READY-MIX CONCRETE DRIVER	05/01/2015	\$20.78	\$9.92	\$9.09	\$0.00	<b>\$</b> 39.79
TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER **	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
** The Residential Wood Frame Carpenter classification applies	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	02/29/2016	\$26.81	\$7.20 \$7.20	\$5.35	\$0.00	\$39.36

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

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	Step	ve Date - 03/02/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$15.16	\$7.20	\$0.00	\$0.00	\$22.36	
	2	60	\$15.16	\$7.20	\$5.35	\$0.00	\$27.71	
	3	65	\$16.42	\$7.20	\$5.35	\$0.00	\$28.97	
	4	70	\$17.68	\$7.20	\$5.35	\$0.00	\$30.23	
	5	75	\$18.95	\$7.20	\$5.35	\$0.00	\$31.50	
	6	80	\$20.21	\$7.20	\$5.35	\$0.00	\$32.76	
	7	85	\$21.47	\$7.20	\$5.35	\$0.00	\$34.02	
	8	90	\$22.73	\$7.20	\$5.35	\$0.00	\$35.28	
	Effecti Step	ve Date - 08/31/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60				• -		
	2	60	\$15.64	\$7.20	\$0.00	\$0.00	\$22.84	
	3	65	\$15.64	\$7.20	\$5.35	\$0.00	\$28.19	
	4	70	\$16.94	\$7.20	\$5.35	\$0.00	\$29.49	
	5		\$18.24	\$7.20	\$5.35	\$0.00	\$30.79	
	6	75	\$19.55	\$7.20	\$5.35	\$0.00	\$32.10	
	7	80	\$20.85	\$7.20	\$5.35	\$0.00	\$33.40	
	8	85 90	\$22.15 \$23.45	\$7.20 \$7.20	\$5.35	\$0.00	\$34.70	
	J	70	\$23.43	\$7.20	\$5.35	\$0.00	\$36.00	
	Notes:	** 1: 1-5, 2: 6-8, 3: 9-11		AND THE PROPERTY OF THE PROPER	AND CONTRACT	Andrewson wederstaun annecesses nur		
	Appre	ntice to Journeyworker Ratio:**		***************************************	manuscon mechanica (Mechanic	Virtilities maintenant standards according		
		D BUGGY OPERATOR	06/01/201:	5 \$24.75	\$7.30	\$10.15	\$0.00	\$42.2
RERS - ZONE	≠ (BUILL	/ING α S(1E)	12/01/201:	5 \$25.50	\$7.30	\$10.15	\$0.00	\$42.9
			06/01/2010	5 \$26,25	\$7.30	\$10.15	\$0.00	\$43.7
			12/01/2010	6 \$27.00	\$7.30	\$10.15	\$0.00	\$44.4
***************************************		Apprentice- LABORER"					······································	***********
LER OPER		OCAL 98	06/01/201:			\$11.47	\$0.00	\$53.0
or apprentice	rates see "	Apprentice- OPERATING ENGINEERS"	12/01/201:	5 \$32.58	\$9.70	\$11.47	\$0.00	\$53.7
FER (Coal	tar pitc		07/16/201	5 \$29.75	\$9.00	\$13.25	\$0.00	\$52.0
For apprentice	rates see "	Apprentice- ROOFER"						
FER (Inc.F	Roofer V	Vaterproofing & Roofer Damproofg)	07/16/201	5 \$29.25	\$9.00	\$12.75	\$0.00	\$51.00

Step	ctive Date - 07/16/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$17.55	\$9.00	\$0.00	\$0.00	\$26.55	
2	65	\$19.01	\$9.00	\$12.75	\$0.00	\$40.76	
3	70	\$20.48	\$9.00	\$12.75	\$0.00	\$42.23	
4	75	\$21.94	\$9.00	\$12.75	\$0.00	\$43.69	
5	80	\$23.40	\$9.00	\$12.75	\$0.00	\$45.15	
6	85	\$24.86	\$9.00	\$12.75	\$0.00	\$46.61	
7	90	\$26.33	\$9.00	\$12.75	\$0.00	\$48.08	
8	95	\$27.79	\$9.00	\$12.75	\$0.00	\$49.54	
Not		r(Tear Off)1:1; Same as above	WOODCOMES SECTIONS NOT KARCANCIAL S	Millionia in Millionia della d	acheronae conficuence concentraes ma		
App	orentice to Journeyworker	Ratio:1:3					
OFER SLATE / T OFERS LOCAL 248	TILE / PRECAST CONCRI	TE 07/16/201	5 \$29.75	\$9.00	\$13.25	\$0.00	\$52.00
For apprentice rates s	ee "Apprentice- ROOFER"						
RAPER		06/01/201	5 \$32.44	\$9.70	\$11.47	\$0.00	\$53.61
For apprentice rates s	s <i>LOCAL 98</i> see "Apprentice- OPERATING EN	12/01/201 GINEERS"	5 \$33.19	\$9.70	\$11.47	\$0.00	\$54.36
LF-POWERED R	OLLERS AND COMPAC	ORS 06/01/201	5 \$31.83	\$9.70	\$11.47	\$0.00	\$53.00
AMPERS) ERATING ENGINEERS For apprentice rates s	S LOCAL 98 lee "Apprentice- OPERATING EN	12/01/201 DINEERS"	5 \$32.58	\$9.70	\$11.47	\$0.00	\$53.75
LF-PROPELLED	POWER BROOM	06/01/201	5 \$29.21	\$9.70	\$11.47	\$0.00	\$50.38
RATING ENGINEERS		12/01/201			\$11.47	\$0.00	\$51.13
	ee "Apprentice- OPERATING EN	JINEERS"					
EETMETAL WO ETMETAL WORKER:		07/01/201	5 \$32.32	\$9.14	\$14.92	\$1.68	\$58.06
		01/01/201	6 \$33.02	\$9.14	\$14.92	\$1.68	\$58.76
		07/01/201	6 \$33.73	\$9.14	\$14.96	\$1.68	\$59.51
		01/01/201	7 \$34.48	\$9.14	\$14.96	\$1.68	\$60.26

Supplemental Total Rate Pension

Annrentice -	SHEET METAL	WORKER -	Local 63
ADDITURCE -	OHEET MEINE	MOINTLY -	LUCUI U.

Effect	ive Date -	07/01/2015				Supplemental	
Step	percent	W. W	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
l	45		\$14.54	\$5.88	\$4.08	\$0.00	\$24.50
2	50		\$16.16	\$6.18	\$4.53	\$0.00	\$26.87
3	55		\$17.78	\$6.47	\$8.15	\$0.97	\$33.37
4	60		\$19.39	\$6.77	\$8.15	\$1.03	\$35.34
5	65		\$21.01	\$7.06	\$8.15	\$1.09	<b>\$</b> 37.31
6	70		\$22.62	\$7.36	\$8.15	\$1.14	\$39.27
7	75		\$24.24	\$7.66	\$8.15	\$1.20	\$41.25
8	80		\$25.86	\$7.95	\$13.88	\$1.43	\$49.12
9	85		\$27.47	\$8.25	\$14.01	\$1.49	\$51.22
10	90		\$29.09	\$8.55	\$14.01	\$1.55	\$53.20
Effect	ive Date -	01/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 .	45		\$14.86	\$5.88	\$4.08	\$0.00	\$24.82
2	50		\$16.51	\$6.18	\$4.53	\$0.00	\$27.22
3	55		\$18.16	\$6.47	\$8.15	\$0.97	\$33.75
4	60		\$19.81	\$6.77	\$8.15	\$1.03	\$35.76
5	65		\$21.46	\$7.06	\$8.15	\$1.09	\$37.76
6	70		\$23.11	\$7.36	\$8.15	\$1.14	\$39.76
7	75		\$24.77	\$7.66	\$8.15	\$1.20	\$41.78
8	80		\$26.42	\$7.95	\$13.88	\$1.43	\$49.68
9	85		\$28.07	\$8.25	\$14.01	\$1.49	\$51.82
10	90		\$29.72	\$8.55	\$14.01	\$1.55	\$53.83
Notes	<del></del>			······································		to contribute montaness accounts account	·
. 10463	•						1

SIGN ERECTOR 06/01/2013 \$7.07 \$7.05 \$0.00 \$25.81

PAINTERS LOCAL 35 - ZONE 3

\$39.93

\$12.13

\$58.66

\$8.52

\$38.01

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\$9.79

\$9.20

\$0.00

\$59.70

Step	ve Date - percent	04/01/2015	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
1	45		\$17.10	\$7.45		\$0.00	\$0.00	\$24.55	
2	50		\$19.01	\$7.45		\$0.00	\$0.00	\$26.46	
3	55		\$20.91	\$8.52		\$6.15	\$0.00	\$35.58	
4	60		\$22.81	\$8.52		\$6.15	\$0.00	\$37.48	
5	65		\$24.71	\$8.52		<b>\$6.40</b>	\$0.00	\$39.63	
6	70		\$26.61	\$8.52		\$6.40	\$0.00	\$41.53	
7	75		\$28.51	\$8.52		\$6.40	\$0.00	\$43.43	
8	80		\$30.41	\$8.52		\$6.40	\$0.00	\$45.33	
9	85		\$32.31	\$8.52		\$6.40	\$0.00	\$47.23	
10	90		\$34.21	\$8.52		\$6.40	\$0.00	\$49.13	
<b>Effect</b> i Step	ive Date -	01/01/2016	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
1	45	одновна	\$17.10	\$7.45		\$0.00	\$0.00	\$24.55	миничнични
2	50		\$19.01	\$7.45		\$0.00	\$0.00	\$26.46	
3	55		\$20.91	\$8.52		\$6.30	\$0.00	\$35.73	
4	60		\$22.81	\$8.52		\$6.30	\$0.00	\$37.63	
5	65		\$24.71	\$8.52		\$6.55	\$0.00	\$39.78	
6	70		\$26.61	\$8.52		\$6.55	\$0.00	\$41.68	
7	75		\$28.51	\$8.52		\$6.55	\$0.00	\$43.58	
8	80		\$30.41	\$8.52		\$6.55	\$0.00	\$45.48	
9	85		\$32.31	\$8.52		\$6.55	\$0.00	\$47.38	
10	90		\$34.21	\$8.52		\$6.55	\$0.00	\$49.28	
Notes		againmentages. Management summermany securitarism specialisms, bytesionisms	SOURCE MARKET WASHINGTON SOURCES MARKETON MARKETON		, manuar w		***************************************		
***************************************									
Appre	entice to Jo	urneyworker Ratio:1:1						*	
COMMUNICAT	ION TECH	INICIAN	06/28/201	5 \$	38.06	\$9.20	\$9.79	\$0.00	\$57.05
CHILD DOUGHD /			01/03/201		38.91	\$9.20	\$9.79	\$0.00	\$57.90

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01/01/2017

\$40.71

\$60.47

	Step	ve Date - 06/28/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$15.22	\$5.00	\$0.46	\$0.00	\$20.68	
	2	45	\$17.13	\$5.00	\$0.46	\$0.00	\$22.59	
	3	50	\$19.03	\$9.20	\$5.51	\$0.00	\$33.74	
	4	55	\$20.93	\$9.20	\$5.51	\$0.00	\$35.64	
	5	65	\$24.74	\$9.20	\$6.51	\$0.00	\$40.45	
	6	70	\$26.64	\$9.20	\$7.51	\$0.00	\$43.35	
•	Effecti Step	ve Date - 01/03/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$15.56	\$5.00	\$0.47	\$0.00	\$21.03	
	2	45	\$17.51	\$5.00	\$0.47	\$0.00	\$22.98	
	3	50	\$19.46	\$9.20	\$5.52	\$0.00	\$34.18	
	4	55	\$21.40	\$9.20	\$5.52	\$0.00	\$36.12	
	5	65	\$25.29	\$9.20	\$6.52	\$0.00	\$41.01	
	6	70	\$27.24	\$9.20	\$7.52	\$0.00	\$43.96	
	Notes:	n managana sumanana memahang merenjahi bahanjadan bisahangan semendara ser	enigene announce increasion announced resolution announced. Association	abababata simerakan mananan				
	Ì	Steps are 800 hours						
	Appre	ntice to Journeyworker Ratio:1:	1					
AZZO FI			03/02/201	5 \$30.85	\$10.18	\$16.35	\$0.00	\$57.3
AYERS LOC	CAL 3 (SP	R/PITT) - MARBLE & TILE	08/31/201	5 \$31.76	\$10.18	\$16.41	\$0.00	\$58.3
			02/29/201	6 \$32.33	\$10.18	\$16.41	\$0.00	\$58.9
			09/05/201	6 \$33.24	\$10.18	\$16.48	\$0.00	\$59.9

02/27/2017

\$33.81

\$10.18 \$16.48 . \$0.00

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	Step	ve Date - 03/02/2015  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$15.43	\$10.18	\$16.35	\$0.00	\$41.96	
	2	60	\$18.51	\$10.18	\$16.35			
	3	70	\$21.60		•	\$0.00	\$45.04	
	4	80		\$10.18	\$16.35	\$0.00	\$48.13	
	5	90	\$24.68	\$10.18	\$16.35	\$0.00	\$51.21	
	,	<del>7</del> 0	\$27.77	\$10.18	\$16.35	\$0.00	\$54.30	
	Effectiv	ve Date - 08/31/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$15.88	\$10.18	\$16.41	\$0.00	\$42.47	
	2	60	\$19.06	\$10.18	\$16.41	\$0.00	\$45.65	
	3	70	\$22.23	\$10.18	\$16.41	\$0.00	\$48.82	
	4	80	\$25.41	\$10.18	\$16.41	\$0.00	\$52.00	
	5	90	\$28.58	\$10.18	\$16.41	\$0.00	\$55.17	
	ration thronton		· · · · · · · · · · · · · · · · · · ·	varranta varranta varranta			manager seasons seasons	
	Notes:						and the same	
	Apprei	ntice to Journeyworker Ratio:	1:5		COMMITTEE APPROXIMENT PROPERTY.	MOTORIUM MATERIAL Abandrida mak	***************************************	
ST BORIN			06/01/201:	5 \$36.45	\$7.30	\$13.40	\$0.00	\$57.1
BORERS - FOU	INDATION .	AND MARINE	12/01/201:	5 \$37.20	\$7.30	\$13.40	\$0.00	\$57.9
			06/01/2010	6 \$37.95	<b>\$</b> 7.30	\$13.40	\$0.00	\$58.6
			12/01/2010	6 \$38.95	\$7.30	\$13.40	\$0.00	\$59.6
For apprentic	e rates see ".	Apprentice- LABORER"						
EST BORIN Borers - Fou		ER HELPER	06/01/201:	5 \$35.17	\$7.30	\$13.40	\$0.00	\$55.8
DONERO - POC	MDATION	AIVD MARINI;	12/01/201:	5 \$35.92	\$7.30	\$13.40	\$0.00	\$56.62
			06/01/2010	5 \$36.67	\$7.30	\$13.40	\$0.00	\$57.3
			12/01/2010	<b>\$</b> 37.67	\$7.30	\$13.40	\$0.00	\$58.3
	ниневичение	Apprentice- LABORER"	entropolitico de la companio della c					
EST BORING BORERS - FOU			06/01/201:			\$13.40	\$0.00	\$55.7
			12/01/201:			\$13.40	\$0.00	\$56.50
			06/01/2010			\$13.40	\$0.00	\$57.2
For apprentic	e rates see ".	Apprentice- LABORER"	12/01/2016	6 \$37.55	\$7.30	\$13.40	\$0.00	\$58.2
RACTORS			06/01/201:	5 \$31.83	\$9.70	\$11.47	\$0.00	\$53.0
ERATING ENC	GINEERS LC	OCAL 98	12/01/201			\$11.47	\$0.00	\$53.7
For apprentic	e rates see ".	Apprentice- OPERATING ENGINEER				···		φυυ. Ι.
		H MOVING EQUIPMENT	08/01/201	5 \$32.52	\$10.41	\$9.33	\$0.00	\$52.2
AMSTERS JOII	NT COUNCI	L NO. 10 ZONE B	12/01/201	5 \$32.52	\$10.41	\$10.08	\$0.00	\$53.0
			06/01/201	6 \$33.02	\$10.41	\$10.08	\$0.00	\$53.5
			08/01/201	6 \$33.02	\$10.91	\$10.08	\$0.00	\$54.0
				6 \$33.02	\$10.91	\$10.89	\$0.00	\$54.8

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR	06/01/2015	<b>\$</b> 47.33	\$7.30	\$13.80	\$0.00	\$68.43
LABORERS (COMPRESSED AIR)	12/01/2015	\$48.08	\$7.30	\$13.80	\$0.00	\$69.18
	06/01/2016	\$48.83	\$7.30	\$13.80	\$0.00	\$69.93
	12/01/2016	\$49.83	\$7.30	\$13.80	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	06/01/2015	\$49.33	\$7.30	\$13.80	\$0.00	\$70.43
	12/01/2015	\$50.08	\$7.30	\$13.80	\$0.00	\$71.18
	06/01/2016	\$50.83	\$7.30	\$13.80	\$0.00	\$71.93
Property of the Popular	12/01/2016	\$51.83	\$7.30	\$13.80	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR						
LABORERS (FREE AIR TUNNEL)	06/01/2015	\$39.40	\$7.30	\$13.80	\$0.00	\$60.50
	12/01/2015	\$40.15	\$7.30	\$13.80	\$0.00	\$61.25
	06/01/2016	\$40.90	\$7.30	\$13.80	\$0.00	\$62.00
For appropriate sets are "Appropriate LADOPED"	12/01/2016	\$41.90	\$7.30	\$13.80	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR (HAZ. WASTE)	0.6/01/0017			613.00		# 4 P. # 0
LABORERS (FREE AIR TUNNEL)	06/01/2015	\$41.40	\$7.30	\$13.80	\$0.00	\$62.50
	12/01/2015	\$42.15	\$7.30	\$13.80	\$0.00	\$63.25
	06/01/2016	\$42.90	\$7.30	\$13.80	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.90	\$7.30	\$13.80	\$0.00	\$65.00
VAC-HAUL	00/01/0015	#21.04	<b>M10.44</b>	£0.22	40.00	651.60
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
•	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2015	\$25.92	<b>\$7</b> .30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	<b>\$</b> 45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						·····
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
Description of the second of t	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASF"  Outside Electrical - West	IIIEK"					
EQUIPMENT OPERATOR	08/31/2014	\$40.66	\$8.20	\$9.22	\$0.00	\$58.08
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
For apprentice rates see "Apprentice- LINEMAN"	Va/3V/2V13	\$42.IU	\$6.20	Ψ.Σ.Δ	\$0.00	937.02
GROUNDMAN	08/31/2014	\$27.37	\$8.20	\$8.82	\$0.00	<b>\$</b> 44.39
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$28.87	\$8.20	\$8.87	\$0.00	\$45.94
For apprentice rates see "Apprentice- LINEMAN"	00/00/2012	020.07				7
GROUNDMAN / TRUCK DRIVER	08/31/2014	\$36.23	\$8.20	\$9.09	\$0.00	\$53.52
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$37.73	\$8.20	\$9.13	\$0.00	\$55.06
For apprentice rates see "Apprentice- LINEMAN"				можение		
HEAVY EQUIPMENT OPERATOR	08/31/2014	\$42.87	\$8.20	\$9.29	\$0.00	\$60.36
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$44.37	\$8.20	\$9.33	\$0.00	\$61.90
For apprentice rates see "Apprentice- LINEMAN"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/31/2014	\$47.30	\$8.20	\$9.42	\$0.00	\$64.92
OUISIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$48.80	\$8.20	\$9.46	\$0.00	\$66.46

	Effecti	ve Date - 08/31/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$28.38	\$8.20	\$0.85	\$0.00	\$37.43	
	2	65	\$30.75	\$8.20	\$0.92	\$0.00	\$39.87	
	3	70	\$33.11	\$8.20	\$8.99	\$0.00	\$50.30	
	4	75	\$35.48	\$8.20	\$9.06	\$0.00	\$52.74	
	5	80	\$37.84	\$8.20	\$9.14	\$0.00	\$55.18	
	6	85	\$40.21	\$8.20	\$9.21	\$0.00	\$57.62	
	7	90	\$42.57	\$8.20	\$9.28	\$0.00	\$60.05	
	Effecti	ive Date - 08/30/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$29.28	\$8.20	\$0.88	\$0.00	\$38.36	
	2	65	\$31.72	\$8.20	\$0.95	\$0.00	\$40.87	
	3	70	\$34.16	\$8.20	\$9.02	\$0.00	\$51.38	
	4	75	\$36.60	\$8.20	\$9.10	\$0.00	\$53.90	
,	5	80	\$39.04	\$8.20	\$9.17	\$0.00	\$56.41	
	6	85	\$41.48	\$8.20	\$9.24	\$0.00	\$58.92	
	7	90	\$43.92	\$8.20	\$9.32	\$0.00	\$61.44	
	Notes:	ur industration administrato destinature industriales belandaries belandaries belandaries industriales.	and and the second analysis accepted seconds appealed					
							,	
	Appre	ntice to Journeyworker Ratio:1:2	which william when the control without with the control w					
LEDATA			01/01/201:	5 \$28.12	\$4.25	\$3.09	\$0.00	\$35.46
INIDE ELECT	IRICAL WO	RKERS - WEST LOCAL 42	01/01/2010	5 \$28.98	\$4.25	\$3.12	\$0.00	\$36.35
		N/EQUIPMENT OPERATOR	01/01/201	5 \$26.49	\$4.25	\$3.04	\$0.00	\$33.78
ISIDE ELEC	KICAL WO	PKERS - WEST LOCAL 42	01/01/2010	6 \$27.31	\$4.25	\$3.07	\$0.00	\$34.63
		N/INSTALLER/TECHNICIAN	01/01/201	5 \$26.49	\$4.25	\$3.04	\$0.00	\$33.78
TSIDE ELEC	TRICAL WO	PKERS - WEST LOCAL 42	01/01/2010	6 \$27.31	\$4.25	\$3.07	\$0.00	\$34.63
RACTOR-T			08/31/2014	4 \$40.66	\$8.20	\$9.22	\$0.00	\$58.08
TSIDE ELEC	TRICAL WO	PRKERS - WEST LOCAL 42	08/30/201	5 \$42.16	\$8.20	\$9.26	\$0.00	\$59.62
EE TRIM			02/01/201	5 \$18.05	\$3.55	\$0.00	\$0.00	\$21.60
		PRKERS - WEST LOCAL 42	01/31/201			\$0.00	\$0.00	\$22.00
operating, m	aintaining,	es only to tree work done: (a) for a utility cor or repairing the utility company's equipment not apply to wholesale tree removal.	npany, R.E.A. cooperative, or railroa , and (c) by a person who is using ha	d or coal mining on and or mechanical	company, and (l cutting methods	b) for the purpose of and is not on the g	f round.	
		OUNDMAN	02/01/201	5 \$15.92	\$3.55	\$0.00	\$0.00	\$19.4
ALL INCHAR								

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Rental of Equipment - West

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	08/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT	08/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	<b>\$42</b> .13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	<b>\$</b> 42.63
	08/01/2016	\$32,22	\$10.91	\$0.00	\$0.00	<b>\$4</b> 3.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT	08/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42,25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
BACKHOE/FRONT-END LOADER OPERATOR	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	Ψ33.72	\$7.70	Ψ0.00	\$0.00	Ψ <del>1</del> 3.12
BATCH/CEMENT PLANT - ON SITE	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			To Madden and an analysis of the Mad			
BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
/CLAM SHELLOPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	<b>\$43.42</b>
COMPRESSOR OPERATOR	06/01/2015	\$32,44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR	06/01/2015	\$36.47	\$9.70	\$0.00	\$0.00	\$46.17
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$37.22	\$9.70	\$0.00	\$0.00	\$46.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$0.00	\$0.00	\$74.45
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
FIREMAN  OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OF BIVATURO BIVOTITE BIO BOCKE 70	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89

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	Step	ive Date - percent	06/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$19.46	\$9.70	\$0.00	\$0.00	\$29.16	
	2	70		\$22.71	\$9.70	\$0.00	\$0.00	\$32.41	
	3	80		\$25.95	\$9.70	\$0.00	\$0.00	\$35.65	
	4	90		\$29.20	\$9.70	\$0.00	\$0.00	\$38.90	
	Effect	ive Date -	12/01/2015				Supplemental		
	Step	percent	I SHIPO DE OLIVERA MANAGA A A A A A A A A A A A A A A A A A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		<b>\$</b> 19.91 ,	<b>\$</b> 9. <b>7</b> 0	\$0.00	\$0.00	<b>\$2</b> 9.61	
	2	70		\$23.23	\$9.70	\$0.00	\$0.00	\$32.93	
	3	80		\$26.55	\$9.70	\$0.00	\$0.00	\$36.25	
	4	90		\$29.87	\$9.70	\$0.00	\$0.00	\$39.57	
	Notes		are 1000 hrs.; Steps 3-4 are	2000 hrs,	TONOMINE TONOMINE WITHOUTH		***************************************		
	Appre	ntice to Jo	urneyworker Ratio:1:6	nemental and a second s	HINNAIN COINEANN MICHAINNI A	inkerkeiten telenkoortak mieklannoon	······································		
		•	Y & HIGHWAY)	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
IBORERS - ZON	IE 4 (HEAV	Y & HIGHWA	(Y)	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
				06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
				12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
			ABORER (Heavy and Highway)		**************************************		HIHIOO / HIIOO	and distribution of the second	
ORK LIFT/C			00.17.00	06/01/2015	\$32.66	\$9.70	\$0.00	\$0.00	\$42.36
F WESTOP				12/01/2015	\$33.41	\$9.70	\$0.00	\$0.00	\$43.11
			DPERATING ENGINEERS"						
ENERATOF PERATING ENC			NIS	06/01/2015	\$29.21	\$9.70	\$0.00	\$0.00	\$38.91
			DPERATING ENGINEERS"	12/01/201:	\$29.96	\$9.70	\$0.00	\$0.00	\$39.66
			NE/DERRICK	05/01/2016	. e22.07	ያ ውስ <b>ተ</b> ለ	\$0.00	\$0.00	£42.67
PERATING ENG				06/01/201:		•			\$42.67
For apprentic	e rates see	"Apprentice- (	DPERATING ENGINEERS"	12/01/2013	\$33.72	9.70	\$0.00	\$0.00	\$43.42
•••		DDIG 4 25-		06/01/201:	5 \$24.50	\$7.30	\$0.00	\$0.00	\$31.80
	ve 4 (BUIL	DING & SITE,	,	12/01/201:	\$25.25	\$7.30	\$0.00	\$0.00	\$32.55
							ድስ ስለ	eo 00	***
ABORER ABORERS - ZOI				06/01/2010	5 <b>\$26</b> .00	\$7.30	\$0.00	\$0.00	\$33.30

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Apprentice - LABORER - Zone 4 Building and Site

Effect	ive Date -	06/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$14.70	\$7.30	\$0.00	\$0.00	\$22.00	
2	70		\$17.15	<b>\$7.30</b>	\$0.00	\$0.00	\$24.45	
3	80		\$19.60	\$7.30	\$0.00	\$0.00	\$26.90	
4	90		\$22.05	\$7.30	\$0.00	\$0.00	\$29.35	
Effect	ive Date -	12/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$15.15	<b>\$</b> 7.30	\$0.00	\$0.00	\$22.45	
2	70		\$17.68	\$7.30	\$0.00	\$0.00	\$24.98	
3	80		\$20.20	\$7.30	\$0.00	\$0.00	\$27.50	
4	90		\$22.73	\$7.30	\$0.00	\$0.00	\$30.03	
Notes	<del></del>	· · · · · · · · · · · · · · · · · · ·	THE PROPERTY STATEMENT STA	Controlled Specialization communication and	···········		The second secon	
Appr	entice to Jou	ırneyworker Ratio:1:5				ACCOUNTS ACCOUNTS ACCOUNTS	Miles Victorium deinembre Andersele	
RER (HEAVY			06/01/2015	\$25.67	\$7.30	\$0.00	\$0.00	\$32.97
RS - ZONE 4 (HEA)	I & HIGHWA	1)	12/01/2015	\$26.17	\$7.30	\$0.00	\$0.00	\$33.47
			06/01/2016	\$26.67	\$7.30	\$0.00	\$0.00	\$33.97
		BORER (Heavy and High	12/01/2016 way) - Zone 4	\$27.42	\$7.30	\$0.00	\$0.00	\$34.72
Effect	entice - <i>LA</i> ive Date - percent	BORER (Heavy and High 06/01/2015			\$7.30 Pension	\$0.00 Supplemental Unemployment		\$34.72
	ive Date -		way) - Zone 4  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$34.72
Effect Step	ive Date - percent		way) - Zone 4  Apprentice Base Wage \$15.40	Health \$7.30	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate \$22.70	\$34.72
Step 1	percent  60 70		Apprentice Base Wage \$15.40 \$17.97	Health \$7.30 \$7.30	Pension \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27	\$34.72
Effect Step 1 2	percent 60		way) - Zone 4  Apprentice Base Wage \$15.40	Health \$7.30	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate \$22.70	\$34.72
Effect Step 1 2 3 4	60 70 80		way) - Zone 4  Apprentice Base Wage \$15.40 \$17.97 \$20.54	F7.30 \$7.30 \$7.30 \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84	\$34.72
Effect Step 1 2 3 4	60 70 80 90 sive Date -	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage	Health \$7.30 \$7.30 \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00 Pension	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$22.70 \$25.27 \$27.84 \$30.40 Total Rate	
Effect Step 1 2 3 4 Effect Step	percent  60  70  80  90  sive Date - percent	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10	F7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$0.00 \$0.00 \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84 \$30.40	
Effect Step  1  2  3  4  Effect Step  1	60 70 80 90 cive Date - percent 60	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage \$15.70	Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30  Health \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00 Pension \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$22.70 \$25.27 \$27.84 \$30.40 Total Rate \$23.00	\$34.72
Effect Step  1  2  3  4  Effect Step  1  2	60 70 80 90 sive Date - percent 60 70	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage \$15.70 \$18.32	Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30  Health \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00  Pension \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84 \$30.40  Total Rate \$23.00 \$25.62	
Effect Step  1 2 3 4  Effect Step 1 2 3 3	60 70 80 90 sive Date - percent 60 70 80 90 90	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage \$15.70 \$18.32 \$20.94	Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30  Health \$7.30 \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00  Pension \$0.00 \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84 \$30.40  Total Rate \$23.00 \$25.62 \$28.24	
Effect Step  1 2 3 4  Effect Step 1 2 3 4  Notes	ive Date - percent  60 70 80 90  ive Date - percent  60 70 80 90 :	06/01/2015	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage \$15.70 \$18.32 \$20.94	Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30  Health \$7.30 \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00  Pension \$0.00 \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84 \$30.40  Total Rate \$23.00 \$25.62 \$28.24	
Effect Step  1 2 3 4  Effect Step 1 2 3 4  Notes	percent  60  70  80  90  vive Date - percent  60  70  80  90  : entice to Jon	06/01/2015 12/01/2015 urneyworker Ratio:1:5	Apprentice Base Wage \$15.40 \$17.97 \$20.54 \$23.10  Apprentice Base Wage \$15.70 \$18.32 \$20.94	Health \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	Pension \$0.00 \$0.00 \$0.00 \$0.00  Pension \$0.00 \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$22.70 \$25.27 \$27.84 \$30.40  Total Rate \$23.00 \$25.62 \$28.24	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					Опетрюущен	
OILER	06/01/2015	\$28.13	\$9.70	\$0.00	\$0.00	<b>\$</b> 37. <b>8</b> 3
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$28.88	\$9.70	\$0.00	\$0.00	\$38.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	06/01/2015	\$26.15	<b>\$9.70</b>	\$0.00	\$0.00	\$35.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$26.90	<b>\$9.7</b> 0	\$0.00	\$0.00	\$36.60
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	*20.00	#0.0 <b>5</b>	<b>6</b> 0.00	<b>#</b> 0.00	**************************************
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
PUMP OPERATOR (CONCRETE)	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
OPERATING ENGINEERS LOCAL, 98	12/01/2015	<b>\$</b> 33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR  OPERATING ENGINEERS LOCAL 98	06/01/2015	\$31.83	\$9.70	\$0.00	\$0.00	\$41.53
OF ENAITING ENGINEERS LOCAL 90	12/01/2015	\$32.58	\$9.70	\$0.00	\$0.00	\$42.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
SELF-PROPELLED POWER BROOM				40.00		
OPERATING ENGINEERS LOCAL 98	06/01/2015	\$29.21	\$9.70	\$0.00	\$0.00	\$38.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$29.96	\$9.70	\$0.00	\$0.00	\$39.66
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2015	\$21.04	£10.41	\$0.00	\$0.00	£42.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		\$31.94	\$10.41			\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS	06/01/2015	\$31.83	\$9.70	\$0.00	\$0.00	\$41.53
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.58	\$9.70	\$0.00	\$0.00	\$42.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	<b>\$</b> 43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	<b>\$</b> 43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
· · · · · · · · · · · · · · · · · · ·	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. coo operating, maintaining, or repairing the utility company's equipment, and (c) by a persoclassification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
TEMPERATURE COOKERS NO. TO ZONE B	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

#### Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

- \*\* Multiple ratios are listed in the comment field.
- \*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- \*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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